

Parental Leave Examples

Effective July 1, 2025

(for illustration purposes only)

The following examples assume certain conditions, unless otherwise noted:

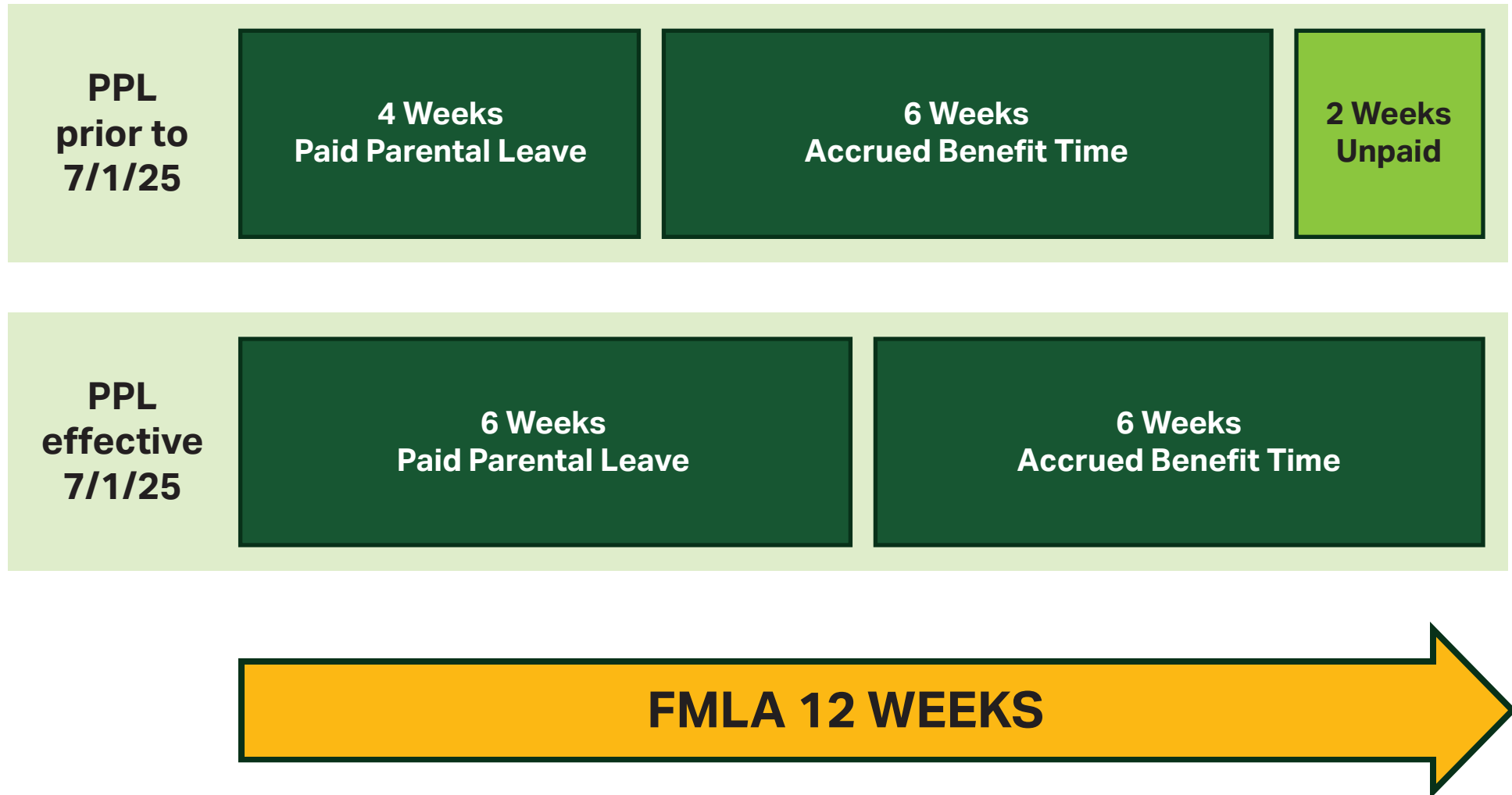
- Full-time regular employee in benefit eligible position.
- Applicable to faculty and staff.
- Employee must have at least six months of employment prior to birth or adoption of a child.
- Employee is eligible for voluntary sick time donations.
- At any point during the leave, when the employee become FMLA eligible, Paid Parental Leave (PPL) and FMLA runs concurrently.



UAB PARENTAL LEAVE & FMLA

Example 1: Susan, Birth of a Child

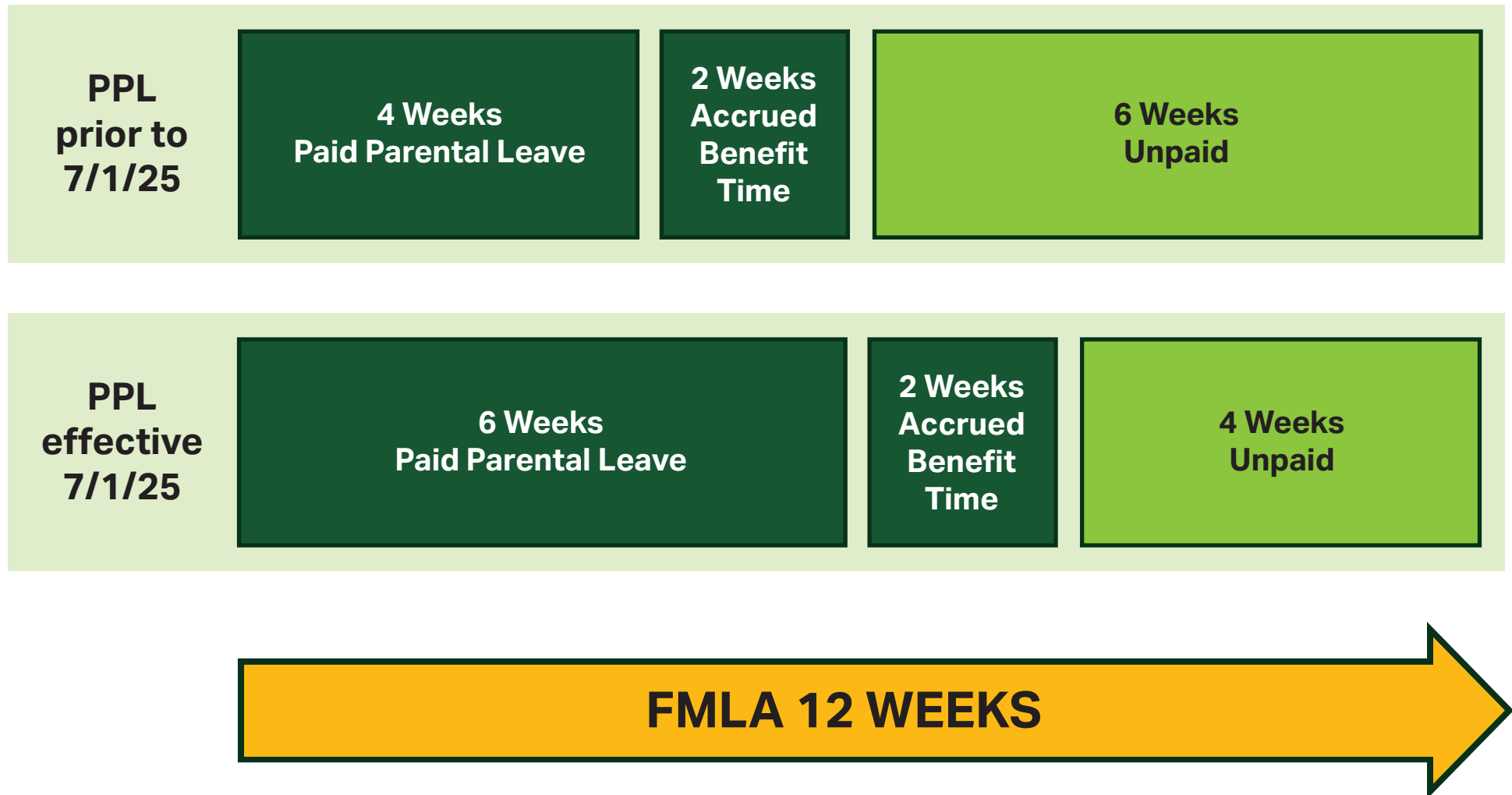
Susan wants to take 12 weeks for the birth of her newborn. She has six weeks of accrued time.



UAB PARENTAL LEAVE & FMLA

Example 2: Michael, Birth of a Child

Michael wants to take 12 weeks for the birth of his newborn. He has two weeks of accrued benefit time.



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Example 3: Carolyn, Adoption of a Child

Carolyn will be adopting a child. She would like to take six weeks off with her new child and has no accrued time available.



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Example 4: Patsy, Birth of a Child (Complications)

Patsy has pregnancy complications three weeks before she has her baby. She has six weeks of accrued benefit time and will not be able to return to work until eight weeks after the birth of the child.

